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MINUTES

OF THE

CIA CAREER SERVICE BOARD

30th Meeting, Thursday, 6 May 1954, at 4:00 P. M.  
DCI Conference Room, Administration Building

Present: Messrs. Lyman B. Kirkpatrick, Inspector General, Chairman  
Matthew Baird, Director of Training, Member

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Harrison G. Reynolds, AD for Personnel, Member  
L. K. White, ADD/A, Member

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1. The Board approved the minutes of the 29th meeting, held 29 April 1954, without change. The Executive Secretary noted that paragraph 3 of the minutes stood not only as a record but as a policy statement for the Task Force on Career Development of Junior Personnel.

2. Mr. Baird then reported to the Board on the results of the Screening Committee in selecting candidates for the Army, Air and Naval War Colleges. The following individuals were chosen. For the Army War College, Warren [REDACTED] for the Air War College, [REDACTED]

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OCI. [REDACTED] ONE, is the alternate for any one of the three Colleges should a vacancy exist before matriculation.

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3. The Executive Secretary commented briefly on a survey of opinion which had been made following a talk given at the BIC (CS). The Board agreed that this survey reflected the previous information available to the Board, and that it would be unnecessary to conduct further surveys at this time.

4. The Board then began discussion of the final report of the Task Force on CIA Career Service dated 28 April 1954. A few changes were made in the wording of the proposed regulation which establishes the Career Service of the Central Intelligence Agency. The main part of the discussion revolved around two topics. The first of these was the composition of the proposed selection panels which would pass on individuals who had applied for membership in the Career Service. It was decided in light of the discussion that an examiner from a component having operational or career jurisdiction over the candidate appearing before the panel would not necessarily be excluded from membership on that panel. Membership would be left to the discretion of the Executive Director of the Selection Board.

The second topic of paramount importance was consideration of the Career Selection Report (CSR). This form had been approved at a previous meeting of the Board, but was now under discussion in light of a proposal to do away completely with the Personnel Evaluation Report (PER). [REDACTED] of OTR spoke on the merit of this suggestion. It was his feeling that the CSR was designed for one specific purpose, and he cautioned against attempting to use the form for something it was not designed to accomplish. It was his feeling that several different types of forms were needed covering different periods during a man's career with the Agency, and that one form in itself could not do the job properly. [REDACTED] felt that the first objective should be to get everyone rated, and that there was a great need to catch up with one single form at the moment. Mr. Kirkpatrick felt that the CSR as it now stands should not be tampered with; but that a CSR should be immediately processed on everyone in the Agency. Consideration of additional forms could follow later. In conclusion, the Task Force was instructed to re-examine the PER and the CSR with the idea that the latter might be modified so that it could be adopted as the one standard form for general use to be effective as of 1 July 1954 and to report to the Board at its next meeting. The Board approved in other respects the proposed regulation as amended, and directed that it be resubmitted at the next meeting of the Board.

[REDACTED]  
Executive Secretary

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